



Diversity policy with reference to authorities and key management at mBank S.A.

mBank S.A. does not have a diversity policy developed and formally approved by the bodies of the company. However, for a number of years the Bank has been taking into account the basic elements of the diversity policy in its HR policy assuming that the values arising from the differences are an additional asset of the company.

The diversity arising from experience, knowledge, education, interests and other aspects stimulates creativity and contributes to searching for non-standard solutions and to optimising actions, and, therefore, develops the company's competitive edge, translates into the quality of services provided and economic results.

At mBank we apply the principle of equal treatment regardless of gender, age, material status, family situation, physical ability, nationality, sexual orientation, political or religious opinions and beliefs, that is all of those factors which can cause direct or indirect discrimination. The Bank ensures work conditions favouring full use and development of unique traits, skills and interests of the management team, among others, through participation in training courses or clubs for people of similar interests.

At the recruitment stage a selection method allowing for assessing the competence of candidates in an objective manner is applied. Every employee of the Bank has the possibility to be promoted to a managerial position, if he/she demonstrates proper professional achievements.

The following examples show that mBank applies the diversity principle.

1. Women account for 25% of top managers at the Bank.
2. The average age of Top Managers is 45, whereas the average age of men in the same group is 44.
3. 128 top managers have higher education, 2 persons graduated from secondary school.
4. Our managers graduated in different fields of studies in Poland and abroad, among others, economics, technical studies, IT, law, philological studies and other.
5. Among Top Managers 6 persons have been employed at the Bank for over 16 years.
6. The management team consists of persons with diverse experience in Polish, European and American financial and non-financial institutions.
7. The management team is aware of the importance of diversity for the work environment, takes part in training sessions based on recognising differences and deriving benefits from that. Success Insights method is used for recognising abilities and skills, which identifies personality traits that can be used at work.